

Risk Management

Meeting #3
April 20, 2010

CountyStat Principles

- **Require Data-Driven Performance**
- **Promote Strategic Governance**
- **Increase Government Transparency**
- **Foster a Culture of Accountability**



Agenda

- **Welcome and Introductions**
- **Follow-up items**
- **Relationship between sick leave and likelihood of injury**
- **Current Topics: Office of the County Attorney**
- **Department Performance**
 - Montgomery County Fire and Rescue Service
 - Montgomery County Police Department
 - Department of Correction and Rehabilitation
 - Department of Liquor Control
 - Department of Transportation
 - Department of General Services
- **Wrap-up**



Meeting Goal

- **Identify trends in workers' compensation cases**
- **Set strategy that addresses high-risk areas as identified by workers' compensation data**



Follow-up Items from September 18, 2009 Meeting

Complete

- Compare the number of cases filed per approved position in MCFRS with the number of cases filed per approved position in fire departments in other jurisdictions

Jurisdiction	Number of Employees	L/T Cases	% of Workforce
Montgomery County, MD	1,274	232	18.2%
Alexandria, VA	350	35	10.0%
Washington, DC	1,800	302	16.8%
Fairfax, VA	1,687	143	8.5%
Prince George's, MD	704	119	16.9%
Prince William, VA	509	13	2.6%



Follow-up Items from September 18, 2009 Meeting

Complete

- **Examine mandatory fitness programs and recommend a course of action on whether to pursue such a program in DOCR**
 - Assumptions
 - Cardiovascular diseases will continue to be presumed to be work related as long as there was no evidence of the disease at the time of hiring
 - Individuals in good physical condition have fewer injuries and recover from injuries faster
 - Recommendations
 - Minimal physical standards should be developed for someone to qualify to be a correctional officer
 - Standards should be maintained for the period of employment
 - Modified or trended based on the age of the employee
 - There should be periodic medical and physical testing
 - Disciplinary or remedial action taken for individuals who fail to achieve minimum standards



Follow-up Items from September 18, 2009 Meeting

Complete

- Develop a measure of and benchmark for accidents per vehicle mile traveled in MCPD.

	2004	2005	2006	2007	2008	2009*
Vehicles	1,244	1,266	1,316	1,387	1,441	1,424
Miles (millions)	15.6	16.0	16.7	15.7	15.6	18.9
Miles per vehicle	12,540	12,638	12,690	11,319	10,826	13,339
Cruiser wrecks	326	330	334	348	351	347
Miles per accident	47,853	48,485	50,000	45,115	44,444	54,740

** All data is calendar year.*



Relationship Between Sick Leave and Injury

- **Goal: Determine whether there is a relationship between workers' compensation claims and sick leave balance at the time of the claim**
- **General findings**
 - All departments show a relationship between claims and sick leave balance at the time of injury
 - Individuals with low sick leave balances are more likely to file workers' compensation claims than individuals with high sick leave balances
 - The relationship is strongest in DOT-Transit
 - Individuals that made multiple claims over a three-year period were more likely to have low sick leave balances at the time of injury than individuals that only made one claim over that same time frame
 - Claims made when an individual had a low sick leave balance were more likely to include compensation for lost time than claims made when sick leave balances were higher



Relationship Between Sick Leave Balance and Injury

- **Sick leave balances for each pay period for approximately 10,000 County employees were recreated using sick leave use and accumulation data**
 - Balances were created for all pay periods between 12/31/2006 – 1/5/2010
 - Balances were corrected for annual leave and comp leave rollovers each year
- **Sick leave balances were then combined with workers' compensation claim data from Risk Management to capture each person's sick leave balance at the time of injury**

Department	Average sick leave balance at time of injury (hrs)
DGS-Fleet	243
DGS-Other	260
DLC	249
DOCR	268
DOT-Other	292
DOT-Transit	151
MCFRS	491
MCPD	736
Grand Total	514



Sick Leave and Injuries

Percent of Claims Made by Sick Leave Balance

Department	Sick Leave Balance at the Time of Injury (in hours)								Total Num Clms
	<0	0-19	20-39	40-79	80-119	120-159	160-199	200+	
DGS-Fleet	1.1%	10%	12%	23%	10%	7%	8%	29%	182
DGS-Other	3.2%	6%	16%	13%	13%	0%	3%	45%	31
DLC	0.0%	19%	9%	15%	16%	7%	6%	28%	162
DOCR	1.5%	13%	12%	14%	13%	7%	6%	34%	273
DOT-Other	0.0%	14%	15%	13%	10%	9%	6%	34%	157
DOT-Transit	1.9%	33%	12%	18%	9%	3%	6%	16%	263
MCFRS	0.5%	9%	7%	12%	10%	7%	6%	49%	1,395
MCPD	0.3%	6%	4%	6%	6%	6%	5%	67%	1,484
Grand Total	0.6%	10%	7%	11%	9%	6%	6%	50%	3,947

More claims are made when individuals have low sick leave balances (i.e. less than 40 hours) than is expected given sick leave balances across the department.

* Claims made between 1/1/2007 and 1/5/2010 where sick leave balance data was available.
 Red = group is over-represented compared to the general employee population. Green = group is under-represented.



Sick Leave and Injuries

Number of Claims Made by Sick Leave Balance

Department	Sick Leave Balance at the Time of Injury								Total Num Clms
	<0	0-19	20-39	40-79	80-119	120-159	160-199	200+	
DGS-Fleet	2	19	21	41	19	13	15	52	182
DGS-Other	1	2	5	4	4		1	14	31
DLC		31	15	24	26	11	9	46	162
DOCR	4	35	33	38	35	19	16	93	273
DOT-Other		22	23	21	15	14	9	53	157
DOT-Transit	5	88	32	47	23	8	17	43	263
MCFRS	7	121	94	161	141	100	89	682	1,395
MCPD	5	85	66	94	83	85	75	991	1,484
Grand Total	24	403	289	430	346	250	231	1,974	3,947

* Claims made between 1/1/2007 and 1/5/2010 where sick leave balance data was available.

Cells highlighted red show where a group is statistically significantly over-represented compared to the general employee population. Green cells show where a group is under-represented.



Sick Leave and Injuries

Percent of Employees by Sick Leave Balance*

Department	Sick Leave Balance on 1/5/2010								Total Emp.
	<0	0-19	20-39	40-79	80-119	120-159	160-199	200+	
DGS	0.0%	5%	7%	11%	8%	6%	7%	56%	408
DLC	0.0%	9%	3%	8%	5%	6%	5%	65%	247
DOCR	0.2%	9%	10%	9%	10%	8%	6%	47%	516
DOT	0.2%	14%	9%	10%	8%	7%	8%	44%	1,181
MCFRS	0.1%	5%	5%	7%	7%	8%	6%	62%	1,258
MCPD	0.1%	6%	3%	5%	5%	5%	5%	71%	1,585
Grand Total	0.1%	8%	6%	8%	7%	7%	6%	59%	5,195

* Regular, full-time employees on active status on 1/5/2010. Department directors and MLS managers excluded.
Data source: Human Capital Management system.



Sick Leave and Injuries

Percent of Claimants Making Multiple Claims

Department	Number of Claims Made 1/1/2007 – 1/5/2010								Total Ppl.
	1	2	3	4	5	6	7	8	
DGS-Fleet	64%	15%	12%	5%	5%				109
DGS-Other	87%	13%							31
DLC	66%	21%	8%	2%	2%				122
DOCR	74%	16%	7%	2%					213
DOT-Other	76%	16%	6%	1%	1%				135
DOT-Transit	80%	16%	3%	1%					214
MCFRS	53%	28%	11%	6%	1%	1%			832
MCPD	56%	25%	12%	4%	2%	1%	0.1%	0.1%	885
Grand Total	61%	23%	10%	4%	2%	1%	0.0%	0.0%	2,541

Almost 40% of individuals that made a workers' compensation claim over this three-year period made multiple claims.



* All claims made between 1/1/2007 and 1/5/2010.

Sick Leave and Injuries

Number of Claimants Making Multiple Claims

Department	Number of Claims Made 1/1/2007 – 1/5/2010								Totals	
	1	2	3	4	5	6	7	8	People	%
DGS-Fleet	70	16	13	5	5				109	52.9%
DGS-Other	27	4							31	12.4%
DLC	81	26	10	2	3				122	38.4%
DOCR	158	35	15	5					213	38.7%
DOT-Other	103	22	8	1	1				135	34.1%
DOT-Transit	171	34	7	2					214	23.7%
MCFRS	443	229	92	47	12	9			832	63.7%
MCPD	493	224	102	36	20	8	1	1	885	48.3%
Grand Total	1,546	590	247	98	41	17	1	1	2,541	44.1%

* All claims made between 1/1/2007 and 1/5/2010.

Note: % is equal to number of people that made claims over this time period as a percent of the total FY10 approved personnel complement for that department or division.



Sick Leave and Injuries

Average Sick Leave Balance (in hours) at Time of Injury

Department	Number of Claims Made 1/1/2007 – 1/5/2010								Total Ppl.
	1	2	3	4	5	6	7	8	
DGS-Fleet	325	149	123	551	88				105
DGS-Other	301	90							28
DLC	329	145	374	135	43				101
DOCR	342	143	309	91					194
DOT-Other	287	305	379	36	54				112
DOT-Transit	207	63	23	12					210
MCFRS	624	534	441	399	158	130			761
MCPD	727	757	755	779	599	824	49	284	835
Grand Total	526	530	528	513	348	457	49	284	2,346

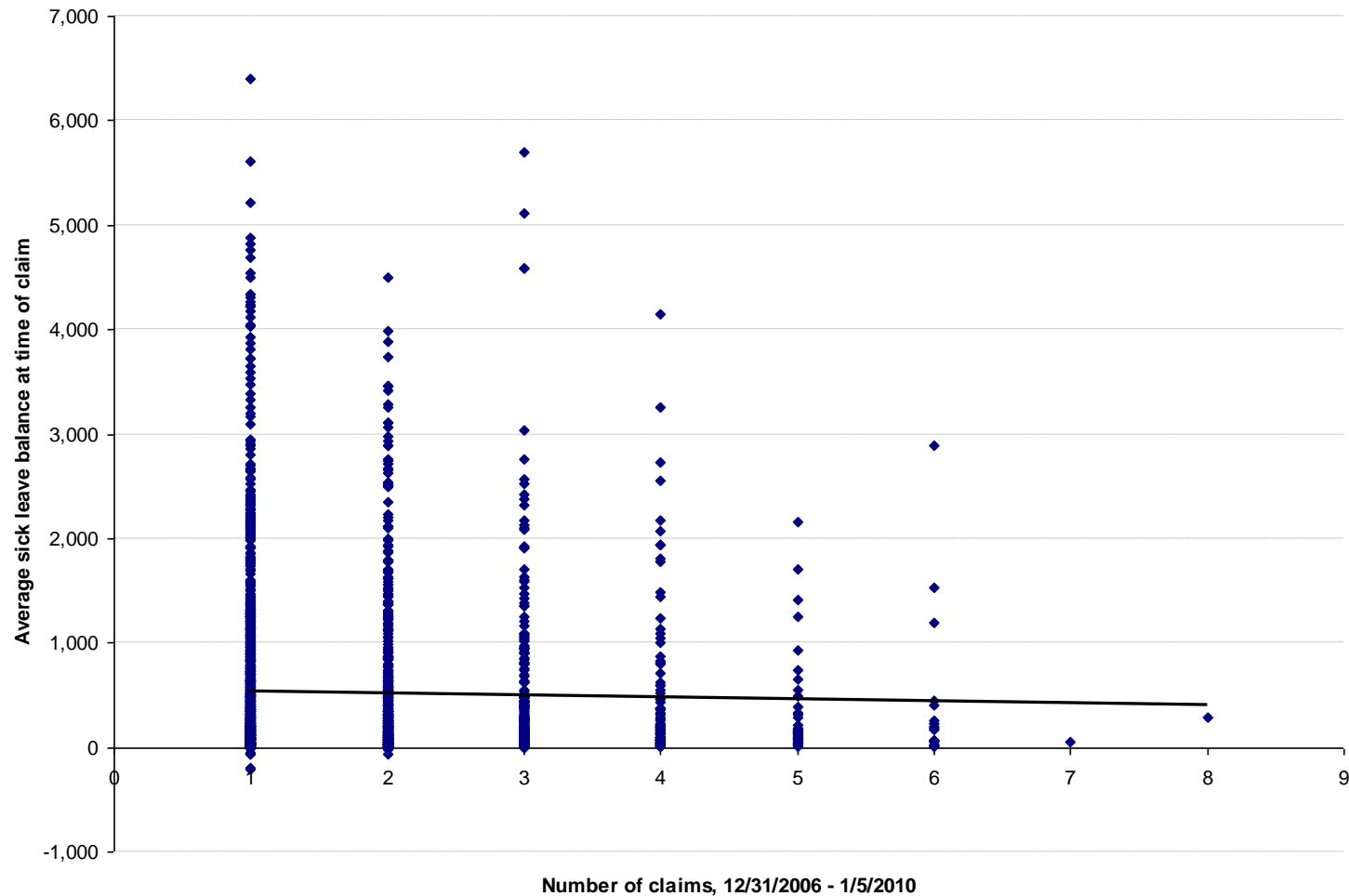
Individuals that made multiple claims on average had lower sick leave balances at the time of injury.



* Claims made between 1/1/2007 and 1/5/2010 where sick leave balance data was available.

Sick Leave and Injuries

Average Sick Leave Balance at Time of Injury



Sick Leave and Injuries

Relationship Between Sick Leave Balance and Lost Time

Department	Sick Leave Balance on 1/5/2010								Total Emp.
	<0	0-19	20-39	40-79	80-119	120-159	160-199	200+	
Indemnity claims	16	205	123	202	161	113	113	906	1,839
Medical only claims	8	198	166	228	185	137	118	1,068	2,108
Total	24	403	289	430	346	250	231	1,974	3,947
% of claims that are indemnity	66.7%	50.9%	42.6%	47.0%	46.5%	45.2%	48.9%	45.9%	46.6%

Indemnity claims are claims that include both medical expenses and compensation for lost time. Claims made when an individual has a very low sick leave balance (less than 20 hours) are more likely to be indemnity claims than claims made when sick leave balances are higher.



Sick Leave and Injuries

Finance-Risk Management Recommendations

- **There are a number of companies that use a program of total absence management that include workers' compensation (WC), sick leave, and all unscheduled leave. I presume that is why the County migrated to the current process of giving newer employees a bank of leave to use as they wish.**
- **This is going to take some research, the sick leave and other unscheduled leave is not part of the County's RM program. We'll need to coordinate with OHR. It seems to me less of a WC problem than a personnel management problem.**
- **The best practice for managing the WC part of the equation is to have safety rules and accident investigation processes in place and to use them aggressively. Our departments don't do that.**



Activity Update: Office of the County Attorney

Current Topics

▪ Recent Cases in Workers' Compensation:

- *Mont. Co. v. Valerie Willis* - County prevailed at CSA on fraud issue; case on appeal before CA-to be argued June 3.
- *Barry Huntington v. Montgomery County* - County prevailed on average weekly wage calculation.
- *Mont. Co. v. Michelle Katz* - County successful in reversing Commission's decision on accidental injury.

▪ Legislative Initiatives:

- Workers' Compensation Legislative Oversight Committee – passed the House; still in Senate – not likely to pass.
- Death benefits bill - Senate proposed amendment to exclude municipalities and create summer study committee to see bill's affect on self-insured jurisdictions.
- Cancer presumption bill – House limited bill to 3 presumptions – lung (already exists in another law); esophageal, and brain cancer and made it a rebuttable presumption; bill may be withdrawn by proponents because of rebuttable language.



Activity Update: Office of the County Attorney

Current Topics

- **MSIECA Legislative Committee:** The OCA is sitting on the Maryland Self Insured Employers' Compensation Association's legislative committee.
- **Working with Gallagher & Bassett ("TPA"):**
 - OCA attorneys work with TPA on training on liability issues.
 - Roundtable Discussions: The OCA meets with the workers' compensation adjusters on a monthly basis.
 - Risk Management Meetings: OCA is attending the TPA's meetings with different county agencies including the police, fire and corrections as time allows providing a legal context for the cases.



Semi-Annual Performance Summary: MCFRS

Financial Impact and Department Update

Financial Impact	FY09				FY10	
Cost per \$100 payroll	\$6.40				\$6.84	
Benchmark	\$9.27					
	Q1	Q2	Q3	Q4	Q1	Q2
Amount paid this qtr	\$1,911,572	\$1,988,981	\$1,726,941	\$1,693,705	\$1,948,382	\$2,126,636
Remaining reserves	\$10,558,388	\$10,322,757	\$10,304,463	\$10,157,369	\$10,715,468	\$10,856,124

Safety Update – Practices and Developments

- Met with County Risk Management & LCI consultant to discuss updates on Safety & health program assessment
- Met with Fire/Rescue Joint Health & Safety Committee (MCFRS Management & IAFF Local 1664) to discuss injuries
- Contacted all Fire Departments in National Capital Region for injury statistics and any information on sprain/strain injury prevention
- In planning stages for injury reduction program. Trying to launch in conjunction with 2010 Fire & EMS Health, Safety & Survival week in June



Semi-Annual Performance Summary: MCFRS

Personnel Impact

Personnel Impact	FY09				FY10	
	Q1	Q2	Q3	Q4	Q1	Q2
Number of cases						
Total number of active cases	813	797	751	798	784	791
Cases per approved position	64%	63%	59%	63%	60%	61%
Number of new claims	173	169	122	171	150	156
New cases per approved position	14%	13%	10%	13%	11%	12%
% of new cases that were non-compliant with safety procedures						
Lost work time						
% of total cases with lost work time	80%	83%	89%	60%	66%	65%
% of new cases with lost work time	32%	41%	53%	26%	40%	46%
Total number of days lost*	2,479	2,923	1,997	2,159	2,910	2,507
Average number of days lost*	5	2	4	8	5	4

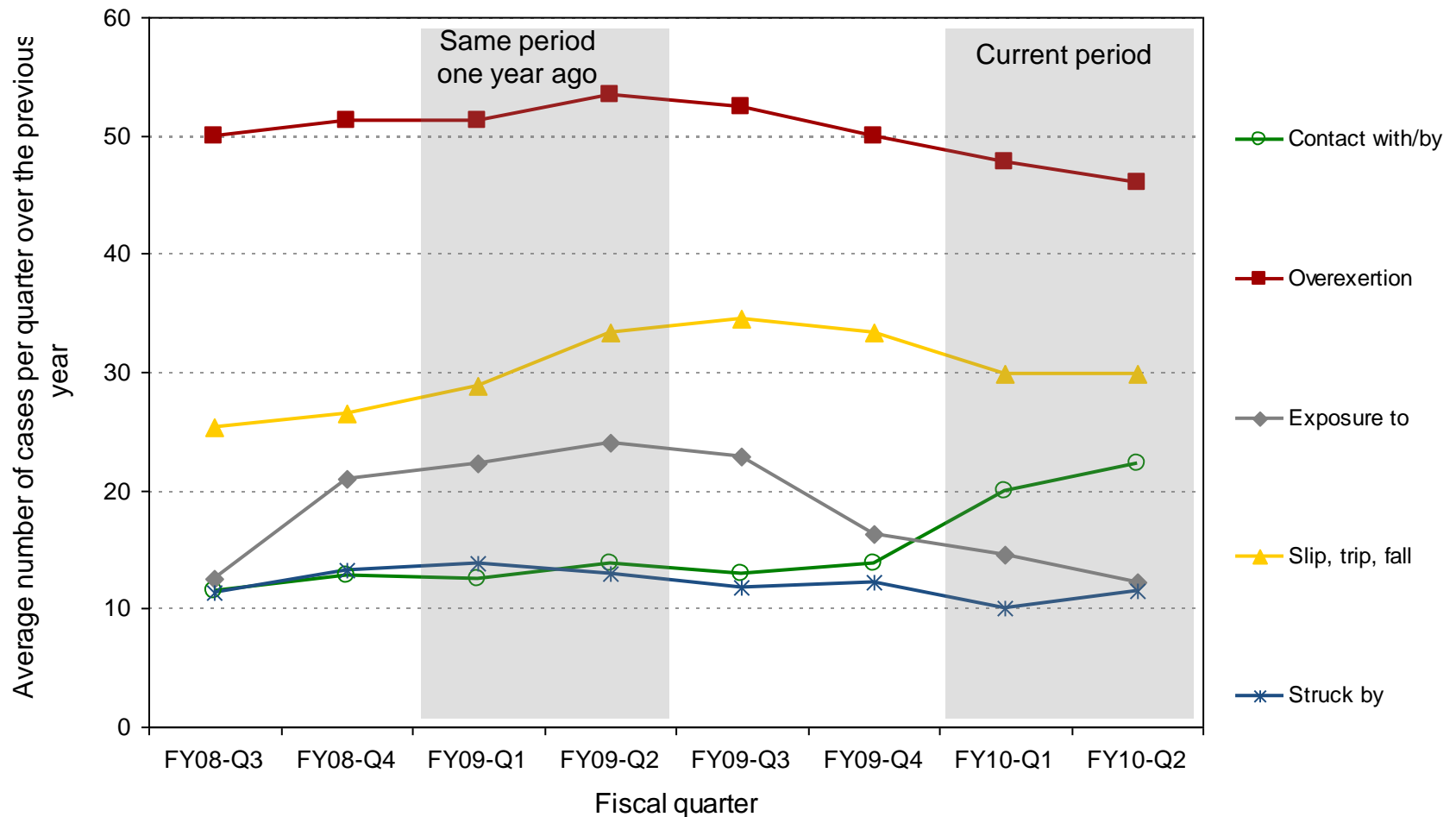
* Disability days based on a 7-day week

NOTE: Finance will be tracking compliance/non-compliance moving forward.



Semi-Annual Performance Summary: MCFRS

Safety Trends Among New Claims



Semi-Annual Performance Summary: MCPD

Financial Impact and Department Update

Financial Impact	FY09				FY10	
Cost per \$100 payroll	\$4.59				\$4.56	
Benchmark	\$2.12					
	Q1	Q2	Q3	Q4	Q1	Q2
Amount paid this qtr	\$1,441,482	\$1,169,175	\$1,208,085	\$1,461,164	\$1,213,620	\$1,040,357
Remaining reserves	\$8,588,872	\$8,888,746	\$9,011,808	\$8,695,877	\$8,751,566	\$8,832,891

Safety Update – Practices and Developments

- **Created an Early Warning System, which includes**
 - Vehicle collisions
 - On-the-job injuries
- **Collision Review Committee**
- **Remedial Driver Training for 2 or more at-fault collisions within a calendar year**
- **Monthly review of 1st report of injury reports with Gallagher Bassett**



Semi-Annual Performance Summary: MCPD

Personnel Impact

Personnel Impact	FY09				FY10	
	Q1	Q2	Q3	Q4	Q1	Q2
Number of cases						
Total number of active cases	698	658	675	669	643	678
Cases per approved position	38%	36%	36%	36%	35%	37%
Number of new claims	143	117	132	131	125	125
New cases per approved position	8%	6%	7%	7%	7%	7%
% of new cases that were non-compliant with safety procedures						
Lost work time						
% of total cases with lost work time	77%	83%	79%	56%	56%	51%
% of new cases with lost work time	31%	37%	25%	22%	22%	22%
Total number of days lost*	877	1,056	785	686	946	1,017
Average number of days lost*	5	4	4	11	2	1

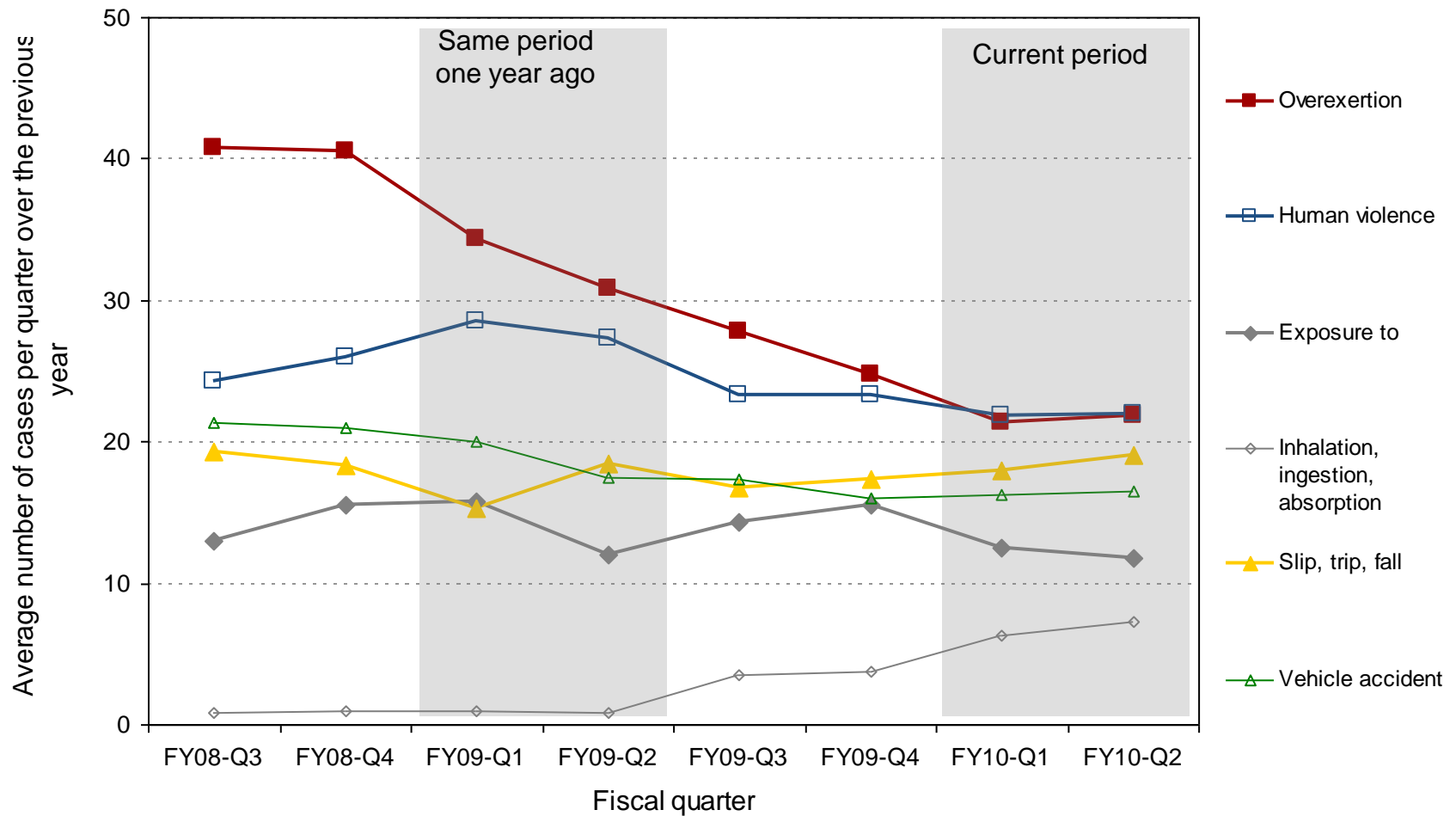


* Disability days based on a 7-day week

NOTE: Finance will be tracking compliance/non-compliance moving forward.

Semi-Annual Performance Summary: MCPD

Safety Trends Among New Claims



Semi-Annual Performance Summary: DOCR

Financial Impact and Department Update

Financial Impact	FY09				FY10	
Cost per \$100 payroll	\$3.21				\$2.88	
Benchmark	\$5.01					
	Q1	Q2	Q3	Q4	Q1	Q2
Amount paid this qtr	\$141,931	\$198,812	\$208,708	\$130,091	\$211,663	\$199,247
Remaining reserves	\$1,179,129	\$1,185,490	\$1,083,557	\$1,102,417	\$1,122,287	\$1,128,060

Safety Update – Practices and Developments

- To better prevent *slip and fall* accidents staff has refocused an emphasis on the extensive use of wet floor signage and the practice of cleaning of floors at times when there is reduced human traffic.
- Periodic re-emphasis of the need for detailed accident documentation is providing a more accurate picture of what occurred and is helping to identify mitigating factors to ensure future accident prevention.
- FY10 Q2 Cost Spike is due to awards to claimants. Awards during this time frame consisted of temporary total disability and permanency



Semi-Annual Performance Summary: DOCR

Personnel Impact

Personnel Impact	FY09				FY10	
	Q1	Q2	Q3	Q4	Q1	Q2
Number of cases						
Total number of active cases	110	105	92	92	105	90
Cases per approved position	19%	18%	16%	16%	19%	16%
Number of new claims	29	24	16	23	30	17
New cases per approved position	5%	4%	3%	4%	5%	3%
% of new cases that were non-compliant with safety procedures						
Lost work time						
% of total cases with lost work time	73%	84%	86%	67%	64%	68%
% of new cases with lost work time	24%	46%	38%	22%	53%	47%
Total number of days lost*	335	362	247	473	348	451
Average number of days lost*	2	2	3	10	5	4

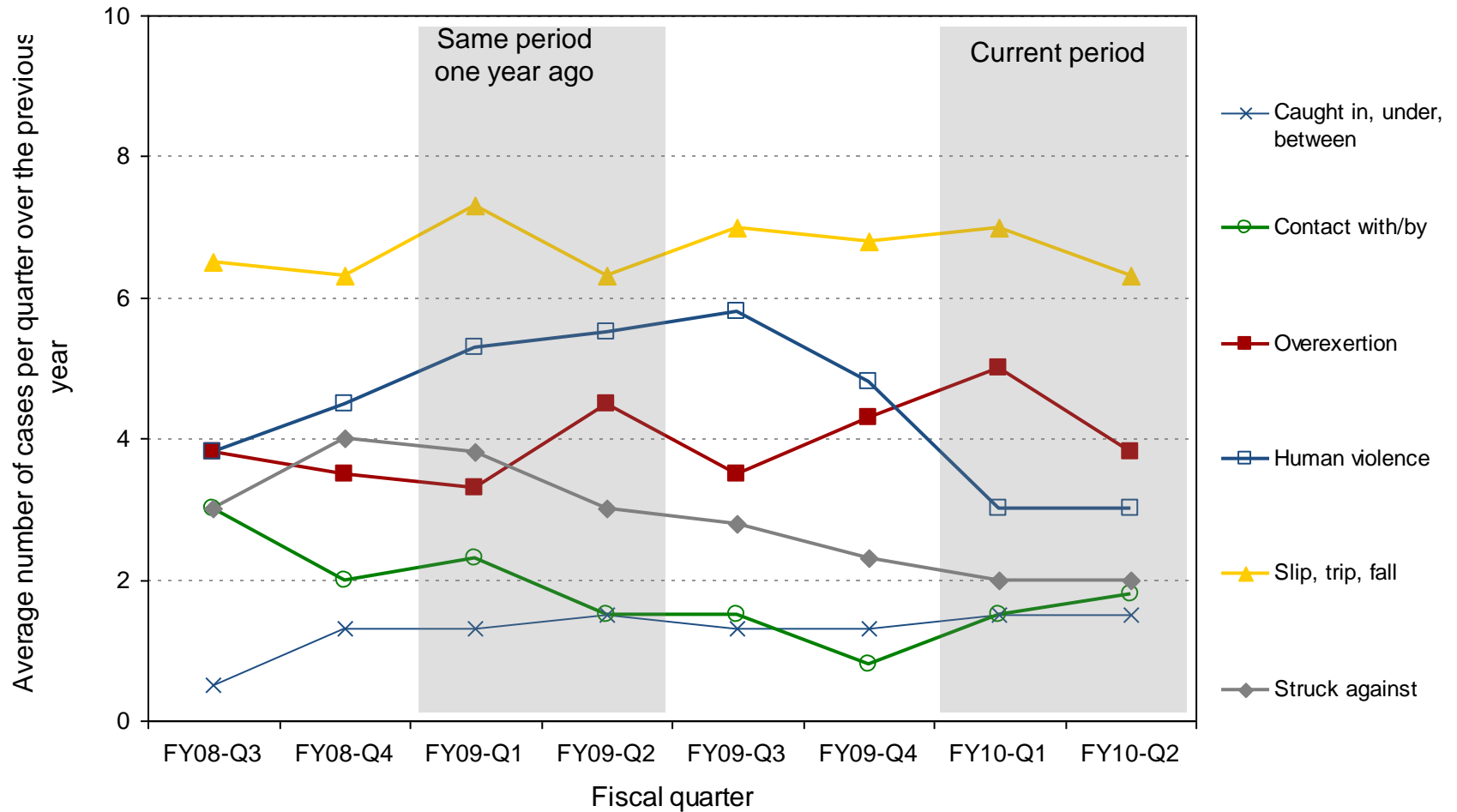


* Disability days based on a 7-day week

NOTE: Finance will be tracking compliance/non-compliance moving forward.

Semi-Annual Performance Summary: DOCR

Safety Trends Among New Claims



Semi-Annual Performance Summary: DLC

Financial Impact and Department Update

Financial Impact	FY09				FY10	
Cost per \$100 payroll	\$2.80				\$2.73	
Benchmark	\$4.56					
	Q1	Q2	Q3	Q4	Q1	Q2
Amount paid this qtr	\$81,957	\$62,317	\$53,820	\$49,885	\$31,955	\$81,334
Remaining reserves	\$471,282	\$549,740	\$485,880	\$456,193	\$400,204	\$454,807

Safety Update – Practices and Developments

- Safety policy statement to all employees from Director
- Safety and accident review committee (to meet quarterly)
- Vehicle accident review committee to be formed
- Drivers to complete defensive driving course
- Supervisors trained in a proper accident reporting course
- Review of footwear for slip, trip and falls accidents.
- Overexertion/material handling accident due to physical fitness



Semi-Annual Performance Summary: DLC

Personnel Impact

Personnel Impact	FY09				FY10	
	Q1	Q2	Q3	Q4	Q1	Q2
Number of cases						
Total number of active cases	46	59	48	56	52	65
Cases per approved position	14%	18%	15%	17%	16%	20%
Number of new claims	14	29	20	24	20	24
New cases per approved position	4%	9%	6%	7%	6%	8%
% of new cases that were non-compliant with safety procedures						0%
Lost work time						
% of total cases with lost work time	80%	56%	50%	55%	63%	40%
% of new cases with lost work time	43%	24%	15%	25%	55%	33%
Total number of days lost*	352	201	342	235	193	519
Average number of days lost*	15	14	8	11	7	10

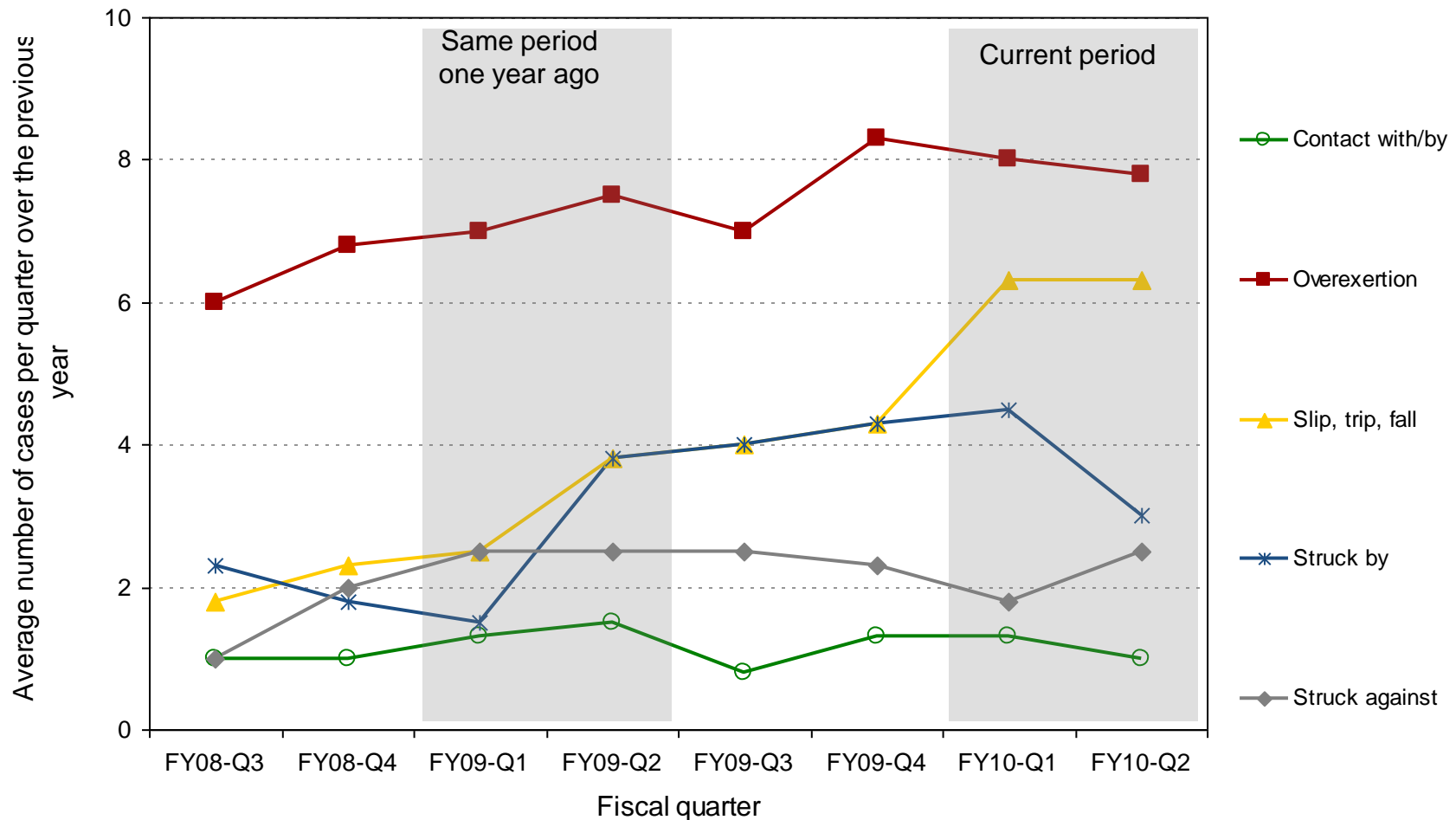


* Disability days based on a 7-day week

NOTE: Finance will be tracking compliance/non-compliance moving forward.

Semi-Annual Performance Summary: DLC

Safety Trends Among New Claims



Semi-Annual Performance Summary: DOT-Transit Financial Impact and Department Update

Financial Impact	FY09				FY10	
Cost per \$100 payroll	\$3.21				\$2.88	
Benchmark	\$4.25					
	Q1	Q2	Q3	Q4	Q1	Q2
Amount paid this qtr	\$210,355	\$224,374	\$215,367	\$174,161	\$215,041	\$253,562
Remaining reserves	\$1,153,820	\$1,039,172	\$1,007,783	\$1,124,843	\$1,176,291	\$1,150,966

Safety Update – Practices and Developments

- Accident Review Committee-reviews all Ride On accidents.
- All worker's compensation claims are reviewed by Compliance Manager monthly and follow-up training identified
- Transit is part of DOT Safety Committee which meets bi-monthly.



Semi-Annual Performance Summary: DOT-Transit Personnel Impact

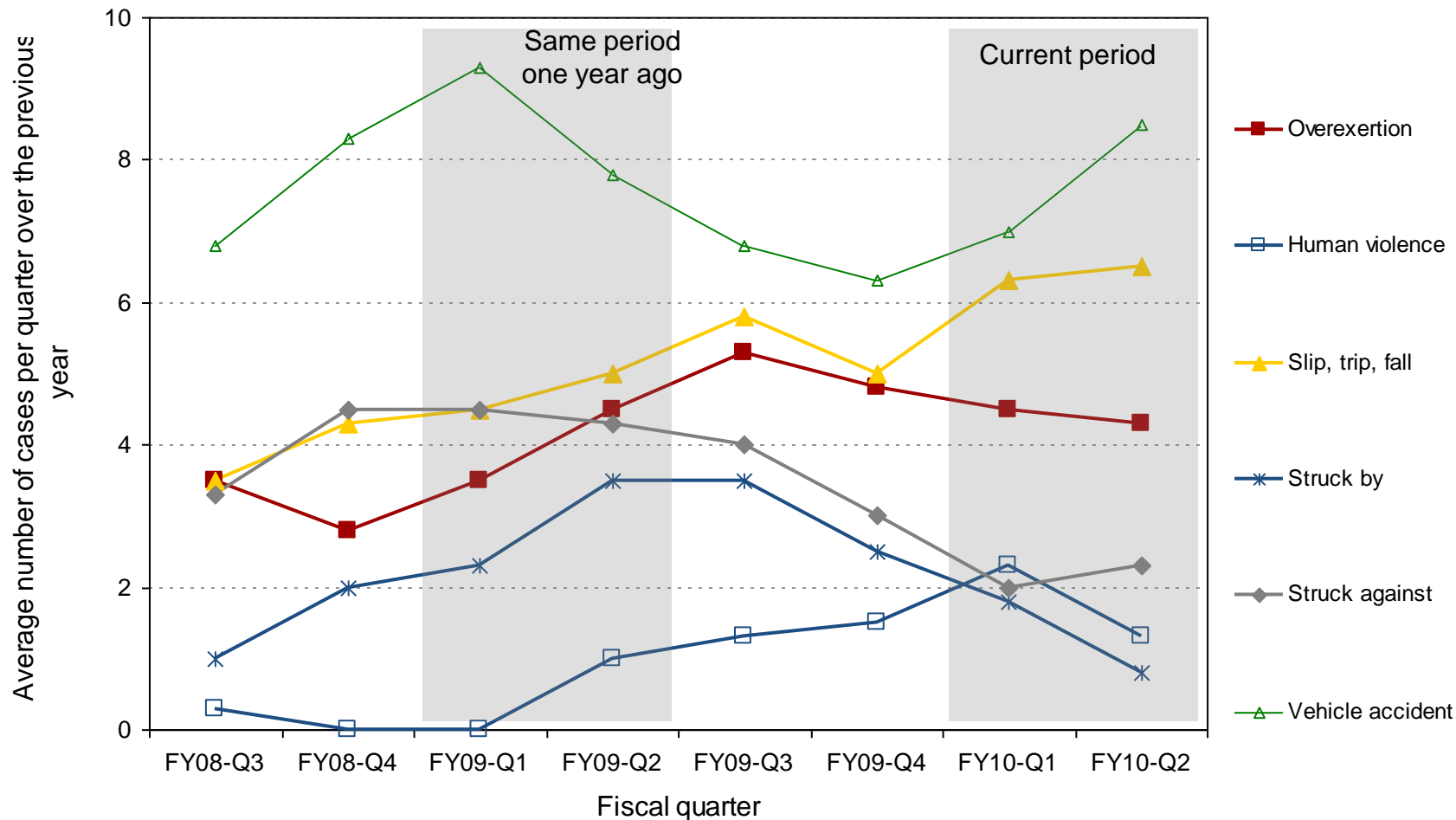
Personnel Impact	FY09				FY10	
	Q1	Q2	Q3	Q4	Q1	Q2
Number of cases						
Total number of active cases	127	119	109	111	128	139
Cases per approved position	14%	13%	12%	12%	16%	17%
Number of new claims	28	31	26	18	27	31
New cases per approved position	3%	3%	3%	2%	3%	4%
% of new cases that were non-compliant with safety procedures						
Lost work time						
% of total cases with lost work time	66%	74%	79%	91%	77%	75%
% of new cases with lost work time	39%	42%	46%	72%	67%	58%
Total number of days lost*	531	463	717	723	990	1,154
Average number of days lost*	3	12	6	16	11	12

* Disability days based on a 7-day week

NOTE: Finance will be tracking compliance/non-compliance moving forward.



Semi-Annual Performance Summary: DOT-Transit Safety Trends Among New Claims



Semi-Annual Performance Summary: DOT-Other Financial Impact and Department Update

Financial Impact	FY09				FY10	
Cost per \$100 payroll	\$3.21				\$3.11	
Benchmark	\$4.25					
	Q1	Q2	Q3	Q4	Q1	Q2
Amount paid this qtr	\$192,257	\$214,801	\$122,063	\$286,313	\$253,848	\$123,141
Remaining reserves	\$1,124,964	\$935,985	\$1,012,215	\$996,243	\$977,483	\$1,083,230

Safety Update – Practices and Developments

- DOT established a Safety and Accident Review Committee
- Bi-monthly meetings since 12/09
- Reviewing every incident provided by Risk Management to identify accident trends and develop recommendations
- Current trends include: Slip/Trip/Fall; overexertion and struck by.
- Identified training needs to be conducted by Risk Management
- Created a video library of training materials.



Semi-Annual Performance Summary: DOT-Other Personnel Impact

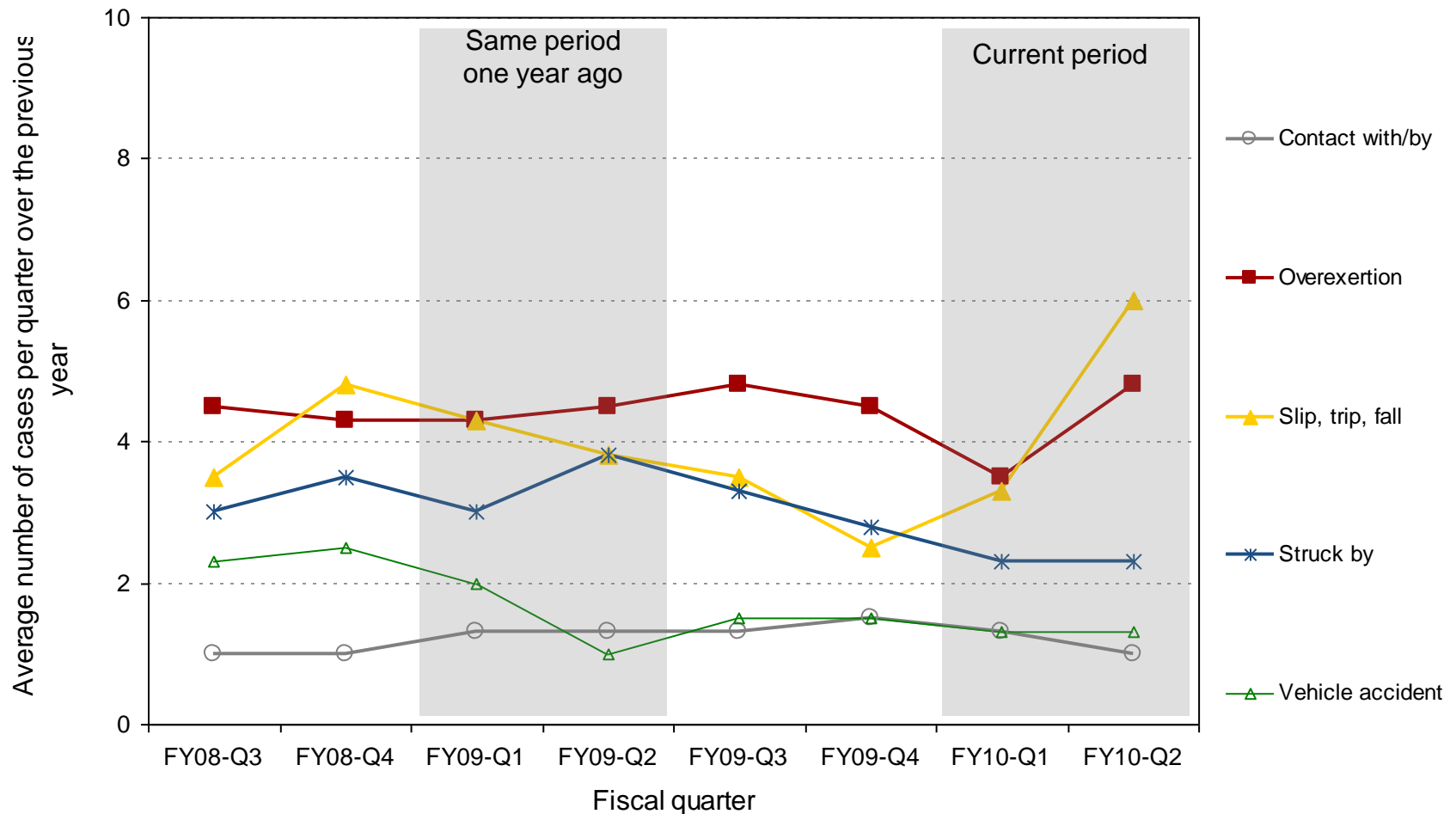
Personnel Impact	FY09				FY10	
	Q1	Q2	Q3	Q4	Q1	Q2
Number of cases						
Total number of active cases	76	78	75	80	70	109
Cases per approved position	15%	15%	14%	15%	14%	21%
Number of new claims	18	17	13	15	11	34
New cases per approved position	3%	3%	2%	3%	2%	7%
% of new cases that were non-compliant with safety procedures						
Lost work time						
% of total cases with lost work time	61%	59%	64%	83%	74%	51%
% of new cases with lost work time	28%	59%	69%	53%	45%	41%
Total number of days lost*	593	388	554	866	607	544
Average number of days lost*	4	16	8	11	20	8

* Disability days based on a 7-day week

NOTE: Finance will be tracking compliance/non-compliance moving forward.



Semi-Annual Performance Summary: DOT-Other Safety Trends Among New Claims



Semi-Annual Performance Summary: DGS-Fleet Financial Impact and Department Update

Financial Impact	FY09				FY10	
Cost per \$100 payroll	\$3.21				\$3.37	
Benchmark	\$2.21					
	Q1	Q2	Q3	Q4	Q1	Q2
Amount paid this qtr	\$91,632	\$38,258	\$162,521	\$162,625	\$120,321	\$126,463
Remaining reserves	\$567,117	\$440,975	\$444,065	\$761,690	755,503	452,877

Safety Update – Practices and Developments

- Fleet safety policy has been adapted for other parts of DGS operations and is currently under review by managers, supervisors, and staff
- General health and well-being practices



Semi-Annual Performance Summary: DGS-Fleet

Personnel Impact

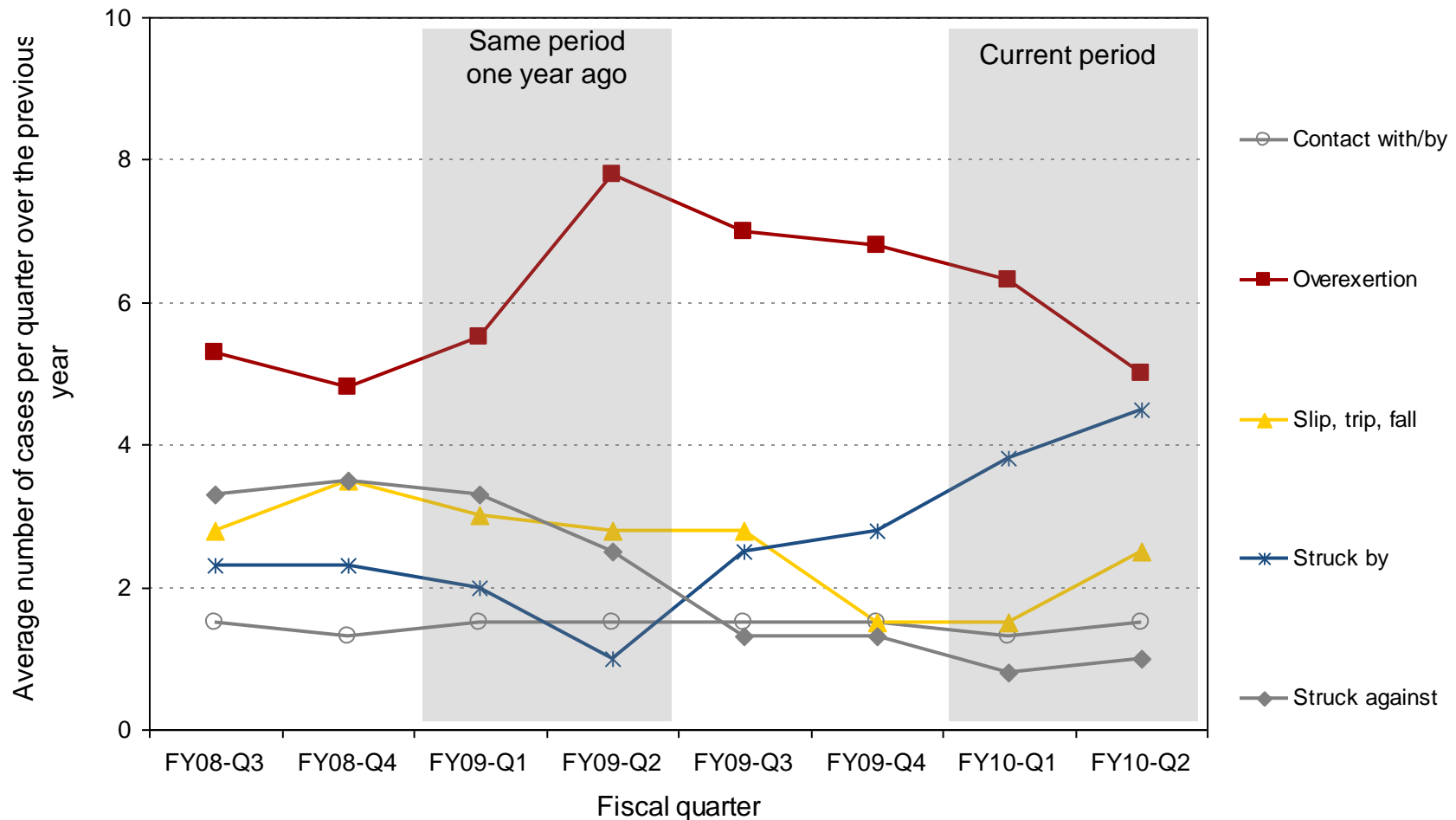
Personnel Impact	FY09				FY10	
	Q1	Q2	Q3	Q4	Q1	Q2
Number of cases						
Total number of active cases	46	49	45	46	55	60
Cases per approved position	22%	24%	22%	22%	27%	30%
Number of new claims	21	22	16	12	22	21
New cases per approved position	10%	11%	8%	6%	11%	10%
% of new cases that were non-compliant with safety procedures						
Lost work time						
% of total cases with lost work time	41%	45%	47%	72%	45%	38%
% of new cases with lost work time	19%	23%	50%	33%	41%	38%
Total number of days lost*	392	311	440	260	307	380
Average number of days lost*	14	10	4	7	9	7



* Disability days based on a 7-day week

NOTE: Finance will be tracking compliance/non-compliance moving forward.

Semi-Annual Performance Summary: DGS-Fleet Safety Trends Among New Claims



Wrap-Up

- Follow-up items



Appendix

- **Some departments show a relationship between the type of accident that occurs and sick leave balance at the time of injury**
- **These data slides are provided for informational purposes**



Sick Leave and Injuries: MCFRS

Differences in Accident Type* by Sick Leave Balance

Type of Accident	Sick Leave Balance at the Time of Injury								Total Num Clms
	<0	0-19	20-39	40-79	80-119	120-159	160-199	200+	
Overexertion	29%	53%	46%	38%	26%	36%	26%	26%	32%
Slip, trip, fall	0%	14%	10%	23%	22%	17%	20%	20%	19%
Contact with/by	14%	6%	15%	12%	24%	23%	19%	20%	18%
Human violence	0%	0%	0%	1%	1%	0%	1%	0%	0%
Vehicle accident	0%	2%	0%	3%	1%	2%	1%	1%	1%
Struck against	14%	6%	6%	6%	7%	4%	6%	7%	7%
Struck by	29%	3%	12%	5%	6%	3%	8%	8%	7%
Not otherwise classified	0%	10%	4%	4%	4%	3%	8%	5%	5%
Exposure to	0%	1%	1%	4%	2%	2%	4%	6%	4%
Inhalation, ingestion, absorption	14%	2%	1%	1%	2%	3%	1%	2%	2%
Number of claims	7	121	94	161	141	100	89	682	1,395



Sick Leave and Injuries: MCPD

Differences in Accident Type* by Sick Leave Balance

Type of Accident	Sick Leave Balance at the Time of Injury								Total Num Clms
	<0	0-19	20-39	40-79	80-119	120-159	160-199	200+	
Overexertion	0%	35%	23%	29%	17%	12%	11%	20%	20%
Slip, trip, fall	20%	11%	18%	7%	16%	13%	20%	13%	13%
Contact with/by	0%	2%	3%	18%	20%	16%	15%	13%	13%
Human violence	0%	11%	8%	13%	18%	22%	17%	18%	17%
Vehicle accident	20%	5%	9%	11%	16%	14%	19%	13%	13%
Struck against	20%	8%	9%	3%	1%	11%	4%	5%	5%
Struck by	0%	7%	9%	3%	2%	0%	5%	5%	5%
Not otherwise classified	20%	5%	2%	1%	1%	2%	1%	3%	3%
Exposure to	0%	2%	5%	4%	1%	1%	3%	2%	2%
Inhalation, ingestion, absorption	20%	12%	11%	3%	4%	1%	3%	4%	5%
Number of claims	5	85	66	94	83	85	75	991	1,484

* Top ten most common accident types only are shown. Total number of claims includes all accident types.



Sick Leave and Injuries: DOCR

Differences in Accident Type* by Sick Leave Balance

Type of Accident	Sick Leave Balance at the Time of Injury								Total Num Clms
	<0	0-19	20-39	40-79	80-119	120-159	160-199	200+	
Overexertion	0%	9%	12%	16%	11%	26%	0%	22%	15%
Slip, trip, fall	25%	31%	21%	34%	31%	11%	19%	20%	25%
Contact with/by	0%	11%	15%	5%	17%	11%	19%	17%	14%
Human violence	25%	23%	15%	21%	11%	16%	19%	12%	16%
Vehicle accident	0%	3%	0%	0%	3%	0%	0%	3%	2%
Struck against	0%	6%	15%	8%	11%	21%	31%	10%	12%
Struck by	0%	3%	3%	3%	0%	0%	6%	8%	4%
Not otherwise classified	0%	3%	3%	0%	3%	0%	0%	1%	1%
Exposure to	0%	6%	0%	0%	6%	0%	0%	1%	2%
Inhalation, ingestion, absorption	0%	0%	3%	5%	0%	0%	0%	0%	1%
Number of claims	4	35	33	38	35	19	16	93	273

* Top ten most common accident types only are shown. Total number of claims includes all accident types.



Sick Leave and Injuries: DLC

Differences in Accident Type* by Sick Leave Balance

Type of Accident	Sick Leave Balance at the Time of Injury								Total Num Clms
	<0	0-19	20-39	40-79	80-119	120-159	160-199	200+	
Overexertion		48%	27%	38%	42%	36%	22%	35%	38%
Slip, trip, fall		10%	20%	17%	23%	18%	11%	26%	19%
Contact with/by		6%	7%	17%	4%	0%	22%	9%	9%
Human violence		0%	0%	4%	0%	0%	0%	0%	1%
Vehicle accident		3%	0%	0%	0%	9%	11%	0%	2%
Struck against		6%	13%	8%	15%	9%	22%	7%	10%
Struck by		23%	33%	8%	12%	9%	0%	24%	18%
Not otherwise classified		0%	0%	0%	0%	0%	0%	0%	0%
Exposure to		0%	0%	4%	0%	0%	0%	0%	1%
Inhalation, ingestion, absorption		0%	0%	0%	0%	0%	0%	0%	0%
Number of claims	0	31	15	24	26	11	9	46	162

* Top ten most common accident types only are shown. Total number of claims includes all accident types.



Sick Leave and Injuries: DOT-Transit Differences in Accident Type* by Sick Leave Balance

Type of Accident	Sick Leave Balance at the Time of Injury								Total Num Clms
	<0	0-19	20-39	40-79	80-119	120-159	160-199	200+	
Overexertion	0%	20%	19%	6%	26%	38%	6%	14%	16%
Slip, trip, fall	40%	14%	25%	15%	13%	25%	24%	26%	19%
Contact with/by	20%	3%	6%	4%	13%	0%	6%	2%	5%
Human violence	0%	1%	0%	6%	9%	0%	6%	7%	4%
Vehicle accident	20%	34%	34%	26%	17%	0%	41%	26%	29%
Struck against	20%	10%	9%	21%	13%	25%	6%	7%	12%
Struck by	0%	9%	3%	6%	4%	13%	6%	9%	7%
Not otherwise classified	0%	5%	3%	0%	4%	0%	0%	2%	3%
Exposure to	0%	0%	0%	0%	0%	0%	0%	2%	0%
Inhalation, ingestion, absorption	0%	0%	0%	6%	0%	0%	0%	2%	2%
Number of claims	5	88	32	47	23	8	17	43	263

* Top ten most common accident types only are shown. Total number of claims includes all accident types.



Sick Leave and Injuries: DOT-Other Differences in Accident Type* by Sick Leave Balance

Type of Accident	Sick Leave Balance at the Time of Injury								Total Num Clms
	<0	0-19	20-39	40-79	80-119	120-159	160-199	200+	
Overexertion		27%	30%	10%	33%	36%	33%	21%	25%
Slip, trip, fall		23%	26%	33%	7%	29%	22%	25%	24%
Contact with/by		0%	17%	0%	7%	14%	11%	13%	10%
Human violence		0%	0%	0%	0%	0%	0%	0%	0%
Vehicle accident		14%	0%	19%	13%	0%	0%	4%	7%
Struck against		9%	4%	10%	0%	0%	0%	8%	6%
Struck by		23%	9%	24%	13%	21%	33%	15%	18%
Not otherwise classified		0%	0%	0%	0%	0%	0%	0%	0%
Exposure to		0%	0%	0%	0%	0%	0%	0%	0%
Inhalation, ingestion, absorption		0%	0%	0%	7%	0%	0%	0%	1%
Number of claims	0	22	23	21	15	14	9	53	157

* Top ten most common accident types only are shown. Total number of claims includes all accident types.



Sick Leave and Injuries: DGS-Fleet

Differences in Accident Type* by Sick Leave Balance

Type of Accident	Sick Leave Balance at the Time of Injury								Total Num Clms
	<0	0-19	20-39	40-79	80-119	120-159	160-199	200+	
Overexertion	100%	42%	24%	24%	21%	38%	27%	42%	33%
Slip, trip, fall	0%	16%	24%	12%	21%	15%	0%	13%	14%
Contact with/by	0%	11%	0%	20%	5%	0%	13%	13%	11%
Human violence	0%	0%	0%	0%	0%	0%	0%	2%	1%
Vehicle accident	0%	0%	5%	5%	0%	0%	0%	2%	2%
Struck against	0%	11%	10%	12%	16%	15%	27%	6%	12%
Struck by	0%	5%	24%	17%	21%	15%	27%	8%	15%
Not otherwise classified	0%	5%	0%	0%	5%	0%	0%	2%	2%
Exposure to	0%	5%	0%	0%	0%	0%	0%	4%	2%
Inhalation, ingestion, absorption	0%	0%	0%	2%	0%	0%	0%	0%	1%
Number of claims	2	19	21	41	19	13	15	52	182

* Top ten most common accident types only are shown. Total number of claims includes all accident types.

